



September 8, 2020

VIA EMAIL (ETT.DWD@dhewd.mo.gov)

WARN Coordinator

Missouri Department of Higher Education & Workforce Development

Office of Workforce Development

PO Box 1087

Jefferson City, MO 65102

VIA U.S. MAIL

Mayor Lyda Krewson

1200 Market

City Hall, Room 200

St. Louis, Missouri 63103

Dear Gentilepersons:

Airport Management Services and Hudson Group (the “Hudson” or “Company”) is an employer in the retail travel industry. The Company operates primarily in airports and transportation hubs located throughout the country, including at St. Louis Lambert International Airport, 10701 Lambert International Blvd, St. Louis, Missouri 63145. The Company has seen a sudden, dramatic, and unexpected downturn in sales volume at its St. Louis Lambert International Airport location as a result of the COVID-19 global pandemic which makes continuing operations as is unsustainable, and has caused business needs and circumstances to change in ways that were not reasonably foreseeable as recently as just several days ago.

Initially, the Company believed that the pandemic was going to impact business for a limited period, and employees were temporarily furloughed to adjust to the reduced levels of business in our locations due to the decline in air travel. As flights and passenger travel began to recover the Company began to recall furloughed employees at some of its locations, and we expected to continue to recall employees based on data showing that the pandemic had begun to abate. In addition, the progression of phased reopenings throughout the country gave the Company ample reason to expect that the worst of the crisis would soon be over. However, continuing increases in COVID-19 cases across various parts of the U.S., with some states setting new single day records in August for coronavirus deaths, have led to new travel restrictions and quarantines. This has resulted in travel volume below our expectations at this point in time, with a corresponding reduction in revenue from Hudson’s airport business. Based on information from a number of airlines, traveler volume is now expected to remain low in the near term. Major U.S. carriers including United, Spirit and Delta have all scaled back their summer flight plans, which is historically the strongest travel period of the year. Southwest recently announced that it is removing 25 domestic routes from its September schedule, and expects “massive layoffs and service cuts” in October 2020 without continued government support. Additionally, according to a CBS News story on August 7, 2020, more than 80,000 airline workers face furloughs stemming from the reduction in travel due to COVID-19, with 17,000 employees, or 20% of Delta’s workforce, having left the company in the past few weeks. Finally, on August 28, 2020, the New York Times reported that American Airlines will reduce its workforce by approximately 40,000, or 30% its workforce, by October 1, 2020.



In short, we have no choice but to confront the new and now inescapable reality that the current situation requires the Company to make fundamental changes by reducing the size of our workforce to adapt to the environment that we could never have foreseen. It is our expectation that this workforce reduction will allow the Company to sustain its operations as we do expect the virus to abate eventually due to the increased restrictions and mitigation measures, which, in turn, will result in the increase of travel and business.

Initially, the Company informed employees of the permanent layoff of employees at the above location effective July 31, 2020. As a result of the unforeseeable increasingly negative impact of the COVID-19 pandemic on our business, additional layoffs, will take effect, which the Company has informed employees and employee representatives that it undertaking. The layoffs are summarized below:

- A permanent layoff of approximately 41 employees at St. Louis Lambert International Airport that took effect at the close of business on July 31, 2020.
- A permanent layoff of approximately 27 employees at St. Louis Lambert International Airport whose furlough will exceed six months. The permanent layoff will take effect at the close of business on Thursday, October 1, 2020.
- A temporary layoff of approximately 16 employees at St. Louis Lambert International Airport for an indefinite period that may last more than six months.

This letter shall serve as notice under the federal WARN Act to the extent it is required, and voluntary notice with respect to those for whom WARN does not apply.

All affected employees have been provided notice of their individual layoff dates. All required notices under WARN were delivered to employees by mail. Other legally required notices to governmental entities are also being mailed at this time. This action is the result of unforeseeable business circumstances, and we are providing this notice at the earliest possible time in light of the rapidly evolving situation and developments.

Attached is a listing of the names, addresses, and job titles of affected employees. Samples of the notices provided to affected employees are enclosed with this letter. Other notices required under law (such as to elected officials and the local Workforce Investment Board) have been mailed today.

[illegible]



						Service Associate
						Service Associate
						Service Associate
						Service Associate
						Service Associate
						Service Associate
						Service Associate
						Service Associate
						Specialty Service Associate
						Specialty Service Associate
						Supervisor-Hourly
						Warehouse Associate
						Warehouse Associate
						Warehouse Associate
						Warehouse Associate
						Warehouse Associate

**NAMES, ADDRESSES AND JOB TITLES OF THE INDIVIDUALS AFFECTED
OCTOBER 1, 2020**

Employee Name	Employee Address	Job Title
		Office Administration
		Service Associate
		Service Associate
		Service Associate
		Service Associate
		Service Associate
		Service Associate
		Service Associate
		Service Associate
		Service Associate

NAMES, ADDRESSES AND JOB TITLES OF THE INDIVIDUALS AFFECTED BY TEMPORARY LAYOFF FOR AN INDEFINITE PERIOD THAT MAY LAST MORE THAN SIX MONTHS

North American Support Center: One Meadowlands Plaza, East Rutherford, NJ 07073

The diagram consists of two vertical axes. The left axis has five tick marks. The right axis has four tick marks. Between the two axes, there are two vertical lines. The first vertical line has three horizontal segments of decreasing length from top to bottom. The second vertical line has four horizontal segments of decreasing length from top to bottom. A horizontal line connects the right ends of the segments on the second vertical line.

		Service Associate
		Service Associate
		Specialty Service Associate
		Supervisor-Hourly
		Supervisor-Hourly
		Warehouse Associate



July 14, 2020

Dear [REDACTED]

When the COVID-19 pandemic first began, we could have never imagined the long-lasting impact that it would have on the global economy, world travel, and of course, our business. As I've shared with you in my previous letters, I've struggled over the past few months to find the right words to convey what a devastating impact this is having on all of us.

Our industry will be vastly different from anything we've ever seen before. For a company like ours whose mission is centered on transforming the travel experience, this is an incredibly difficult reality to confront. We've worked proactively over the past few months to prepare our business for this new reality, but sometimes our efforts to counter outside circumstances are not enough, due to no fault of our own.

As a result of the national emergency and its continuing social and economic impact, we need to make fundamental changes to Hudson by reducing the size of our workforce to adapt to the environment that we could have never foreseen. Unfortunately, effective 11:59 p.m. on July 31, 2020, your status will be converted to permanent termination of employment from your position at St. Louis Lambert International Airport, 10701 Lambert International Blvd, St. Louis, Missouri 63145. We are providing this notice at the earliest possible time in light of the continuously and rapidly changing developments. In addition, you do not have any "bumping" rights (that is, the ability to use your seniority or length of service to remain employed by displacing another employee from their job).

You may continue to be eligible to receive unemployment insurance benefits, and we encourage you to file for these benefits as soon as possible. Please see: <https://labor.mo.gov/unemployed-workers>. Any decision regarding your eligibility for, or the amount of, unemployment insurance benefits that you might be entitled to receive is solely up to the State Department of Labor. You also may be eligible to receive job retraining, re-employment services, or other assistance with obtaining new employment, from the State Department of Labor or its workforce partners upon your termination.

If you are currently enrolled in health benefits, your benefits will continue through July 31, 2020. You will receive a separate notice about continuing your health benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

This was an extremely difficult decision, and one that we wish was avoidable. We also want you to know how much we appreciate your dedication to Hudson and the work you have done on behalf of the company.

Kind regards,



August 28, 2020

Dear [REDACTED]

When the COVID-19 pandemic first began, we could have never imagined the long-lasting impact that it would have on the global economy, world travel, and of course, our business. At that time we placed you on furlough status, we believed the furlough would be very temporary based on the information and guidance available to us. Unfortunately, this global pandemic has not abated as we expected. Instead, the spread of the COVID-19 virus around the United States has surged at an increasing and unprecedented rate, resulting in the imposition of new governmental orders and travel restrictions in many states. The new spread of the virus and the resulting travel restrictions have led to a severe reduction in air travel and business at airports, and in particular, an increasingly dramatic and sustained reduction in Hudson's airport business, that could not reasonably have been predicted when this situation began.

As a result of the national emergency and its continuing social and economic impact, your furlough from your position at St. Louis Lambert International Airport, 10701 Lambert International Blvd, St. Louis, Missouri 63145 will extend beyond six months from when it began. Though your furlough is now reasonably expected to be longer than 6 months, at present your furlough remains temporary and we continue to hope to be able to recall you when governmental, business, and public health and safety conditions allow. If you are currently enrolled in health benefits, your benefits will continue through September 30, 2020. You do not have "bumping rights", meaning the ability to return to work by displacing another employee based on your seniority or length of service with Hudson.

You may continue to be eligible to receive unemployment insurance benefits, and we encourage you to file for these benefits as soon as possible if you have not done so already. Please see: <https://labor.mo.gov/unemployed-workers>. Any decision regarding your eligibility for, or the amount of, unemployment insurance benefits that you might be entitled to receive is solely up to the State Department of Labor.



August 28, 2020

When the COVID-19 pandemic first began, we could have never imagined the long-lasting impact that it would have on the global economy, world travel, and of course, our business. At that time we placed you on furlough status, we believed the furlough would be very temporary based on the information and guidance available to us. Unfortunately, this global pandemic has not abated as we expected. Instead, the spread of the COVID-19 virus around the United States has surged at an increasing and unprecedented rate, resulting in the imposition of new governmental orders and travel restrictions in many states. The new spread of the virus and the resulting travel restrictions have led to a severe reduction in air travel and business at airports, and in particular, an increasingly dramatic and sustained reduction in Hudson's airport business, that could not reasonably have been predicted when this situation began.

As a result of the national emergency and its continuing social and economic impact, we are not able to recall you as expected and you will be permanently terminated from your position at St. Louis Lambert International Airport, 10701 Lambert International Blvd, St. Louis, Missouri 63145 on October 1, 2020 at 11:59 p.m. If you are currently enrolled in health benefits, your benefits will continue through your furlough period and end on October 1, 2020. You will receive a separate notice about continuing your health benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA). You do not have "bumping rights", meaning the ability to return to work by displacing another employee based on your seniority or length of service with Hudson.

You may continue to be eligible to receive unemployment insurance benefits, and we encourage you to file for these benefits as soon as possible. Please see: <https://labor.mo.gov/unemployed-workers>. Any decision regarding your eligibility for, or the amount of, unemployment insurance benefits that you might be entitled to receive is solely up to the State Department of Labor. You will receive a payroll check either by a separate mailing or direct deposit for your accrued, unused paid time off through October 1, 2020, if any. In addition, the Company has elected to pay you severance in recognition of your years of service and contribution to the Company. Severance payment is being sent to you by either a separate mailing or direct deposit.

This was an extremely difficult decision, and one that we wish was avoidable. We also want you to know how much we appreciate your dedication to Hudson Group and the work you have done on behalf of the company.